



State of Wisconsin
Department of Workforce Development

→ Employers who use honesty testing must display this poster in one or more conspicuous places where notices to employees are customarily posted.

Employee Protections against Use of Honesty Testing Devices

Under Wisconsin law, requiring or requesting that an employee or applicant take an honesty test (lie detector) is unlawful or heavily regulated. Further, employers may not discriminate against a person who refuses to take a test or objects to its use.

Exceptions

1. An employer may request that an employee take a test in connection with an investigation involving economic loss or injury to a business if the employee is a reasonable suspect.
2. Honesty tests can be used by law enforcement agencies and certain businesses engaged in providing security services, alarm systems, and who manufacture, distribute or sell controlled substances.

Employee & Applicant Rights

Any legally permitted honesty test is subject to strict safeguards, including an examinee's right to proper notice, the right to discontinue a test at any time and the right to advance written notice of the questions to be asked.

Enforcement

Victims of unlawful honesty testing may file a complaint with the Equal Rights Division of the Department of Workforce Development within **300 days** after the date the unfair honesty testing occurred. Contact the Equal Rights Division at:

201 E Washington Ave, Room A300
P.O. Box 8928
Madison, WI 53708
Tel: (608) 266-6860
TTY: (608) 264-8752

819 N. 6th St., Room 255
Milwaukee, WI 53203
Tel: (414) 227-4384
TTY: (414) 227-4081

DWD is an equal opportunity employer and service provider. If you need assistance to access services or need material in an alternate format, please contact us. Callers who are deaf, hearing or speech impaired may reach us at the TTY numbers shown above.